



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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November 18, 2014

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

18 November 18, 2014

Sachi A. Hamai
SACHI A. HAMAI
EXECUTIVE OFFICER

COUNTYWIDE COMPENSATION ACTIONS (ALL DISTRICTS - 3 VOTES)

SUBJECT

This letter and the accompanying ordinance will update the tables of classes of positions.

IT IS RECOMMENDED THAT THE BOARD:

Approve the accompanying ordinance amending Title 6 - Salaries of the County Code to adjust the salary range for four (4) positions in various departments.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

We are recommending a salary range adjustment for four (4) non-represented Management Appraisal and Performance Plan (MAPP) classifications (Attachment A). Specifically, we are recommending salary range increases for the position of Director of Consumer Affairs from salary range R13 to R14, the position of Director of Animal Care and Control from salary range R16 to R17, the position of County Librarian from salary range R18 to R19, and the position of Executive Officer, Board of Supervisors from R18 to R19. The justification for this recommendation is to reflect the increased demand in services and the expanding role of each of these departments.

Implementation of Strategic Plan Goals

Your approval of the accompanying ordinance is consistent with the County Strategic Plan Goal 1 - Operational Effectiveness/Fiscal Sustainability as it establishes effective organizational structures and individual position allocations for County departments, which in turn helps to maximize the effectiveness of processes, structure, operations, and strong fiscal management to support timely delivery of customer-oriented and efficient public services. Specifically, it will improve the quality of

the workforce, achieve departmental operational efficiencies, and maintain consistency in personnel practices throughout the County.

FISCAL IMPACT/FINANCING

This action will change salary range designations and not the actual salary of the current incumbents. No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County Charter authorizes the establishment and maintenance of “a classification plan and the classification of all positions.” This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing amendments to Title 6 - Salaries of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through the proper classification and compensation of positions.

Respectfully submitted,



WILLIAM T FUJIOKA
Chief Executive Officer

WTF:BC:JA:MTK
NV:SO:AP:mst

Enclosures

- c: Executive Office, Board of Supervisors
- County Counsel
- Auditor-Controller
- Human Resources
- Consumer Affairs
- Animal Care and Control
- Public Library

ATTACHMENT A

NON-REPRESENTED MAPP CLASSIFICATION
RECOMMENDED FOR SALARY CHANGE

Item No.	Title	Current Salary Schedule and Level		Recommended Salary Schedule and Level	
1109	Executive Officer, Board of Supervisors	N23	R18	N23	R19
1671	Director of Consumer Affairs	N23	R13	N23	R14
2998	Director of Animal Care and Control	N23	R16	N23	R17
8363	County Librarian	N23	R18	N23	R19